

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

BIE School:BIE (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	10	14	21	13	15	6
Number of Complainants	10	14	21	13	15	6
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	1	3	9	6	3	1
Color	0	0	2	0	1	0
Religion	0	2	2	1	0	0
Reprisal	2	3	11	4	6	4
Sex	6	6	5	6	2	0
PDA	0	0	0	0	0	0

National Origin	1	2	3	1	1	0
Equal Pay Act	0	1	1	0	0	0
Age	3	5	7	4	7	2
Disability	3	2	6	1	3	2
Genetics	0	0	1	0	1	0
Non-EEO	1	0	1	2	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	1	1	1	2	3	0
Assignment of Duties	0	2	1	0	3	1
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	1	2	2	1	0
Suspension	0	1	2	0	0	0
Removal	0	0	0	1	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	2	0	1	1
Perf. Eval./ Appraisal	0	0	0	2	0	1
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	4	4	7	6	2	0

Sexual	0	0	1	0	1	0
Medical Examination	0	0	1	0	0	0
Pay including overtime	1	1	1	0	0	0
Promotion/Non-Selection	0	1	0	1	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	1	0	1	3	1
Reasonable Accommodation Disability	1	1	2	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	0
Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	5	3	7	1	2	3
Terms/Conditions of Employment	0	2	2	1	0	1
Time and Attendance	0	0	2	0	1	0
Training	0	1	1	0	0	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	217.20	248.62	189.06	202.88	208.92	154.33
Average number of days in final action	23.00	56.00	39.75	67.08	61.50	23.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	250.00	242.33	192.40	181.67	222.44	146.00
Average number of days in final action	0	0	27.33	.33	21.00	23.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	168.00	267.50	187.55	212.60	178.50	158.50
Average number of days in final action	23.00	56.00	47.20	94.38	81.75	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	2	3	3	1	2	0
Average days pending prior to dismissal	144	285.67	202.33	130	158	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	1	1	0	0	0

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	2	5	5	7	11	23
Total Complainants	2	5	5	6	11	23
Number complaints pending						
Investigation	0	0	1	0	0	4
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	2	5	5	7	10	16
Final Agency Action	0	0	0	0	1	1
Appeal with EEOC Office of Federal Operations	0	0	0	4	2	2
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	2	0	0	0